

16 January 1980

MEMORANDUM FOR THE RECORD

FROM: [REDACTED]

SUBJECT: SES Ceiling Increases and Conversion of NASA SES Officers

1. The undersigned has been advised that an Agency SIS officer claims that 1) all NASA eligibles were converted to SES-6, and 2) that many covered agencies requested and received significant increases in SES ceiling allowances at the time of conversion to SES.

2. Ron Artley, OPM/SES was contacted by the undersigned to inquire about these allegations. Artley advised that NASA did not convert all their executives to the SIS-6 level, however, NASA sent out their conversion offers in March of 1978 and offered conversion to approximately 50% of their executives at the SES 5/6 levels. Scotty Campbell became very concerned about the situation at NASA and several other covered government agencies. This prompted him to send out two memoranda including conversion guidelines stating that no one was to lose or make appreciable gains in base salary. He also stated that pay increases derived from SES conversion should be based on changes in job requirement or significant increases in duties and responsibilities at the SES levels. Unfortunately, the NASA offers were already distributed before the Campbell memos were sent out and the head administrator at NASA felt that these offers could not be retracted. (Agency heads have the authority to determine SES conversion levels.) The OPM guidance did cause DOD to reconsider their conversion offers as eligible members had not yet received their SES conversion offers.

3. With regard to significant increases in Agency SES ceiling, Ron Artley advised that before implementation of SES there were 2,754 quota supergrades. The Department of Energy legislation raised quota supergrades to 3,300. With the advent of SES, the overall quota is set at roughly 10,000. This 7,000 increase includes certain EP-5 and EP-4 positions,

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PL-313 positions (our SPS) where they have management responsibilities, Department of State and AID foreign service positions converted to SES status, the exempted NASA positions, and National Science Foundation positions that were formerly exempted from the earlier quota figure. In addition, some agencies requested and received increases in SES ceiling based on adjudicated position requirements.

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